



September 14, 2018

Chief Allwyn Brown
Richmond Police Department
1701 Regatta Blvd.
Richmond, CA 94804

Re: Citizens Police Review Commission Policy Recommendations

Dear Chief Brown:

As you know, the Citizens Police Review Commission (hereafter "the Commission") found substantiated a complaint of use of excessive force in the matter of the death of Richard "Pedie" Perez. In the course of the hearing of that matter, the Commission found that there were policy recommendations that it believes, if implemented, might have produced a different outcome.

We spent the entire day at our retreat on August 18, 2018 discussing the possible recommendations and produced the following list. The Commission then adopted these recommendations at our meeting on September 5, 2018. I now forward the list of recommendations to you for your consideration.

It should be noted that these recommendations are as of the date of the Perez shooting - we are aware that several of the recommendations stated have already been adopted as policy of the Department.

The policy recommendations are as follows:

1. Consider issuing Taser and OC variants that are fully effective at a fifteen foot range and report back to the Commission your findings regarding this recommendation.
2. Consider Taser, OC, baton and other less-than-lethal options, including pain compliance and joint manipulation training on a recurrent basis. Consider use of training rounds for Tasers and OC. Train in the use-of-force pyramid.
3. Taser policy: Explore and consider use of Taser policy so as to make its use more available in lieu of other force options, including use on a fleeing subject. Explore a policy that encourages use of less-lethal options.
4. Consider training in the resources that are available in Richmond to acclimate officers with the populations they serve. Consider requiring implicit-bias training.

Demonstrate that field training acts to reinforce a community-oriented philosophy rather than an “us against them” mindset.

5. Consider employment of technology that can be customized to respond to particular areas of high crime or repeated incidents. Consider strengthening and enhancing the utilization of compatible private camera technology and its incorporation within the RPD camera system. Consider leveraging private systems by publicizing that they can be useful crime deterrents.
6. Consider the use of gel-based OC spray as an available less-than-lethal resource. Consider adopting a pilot program as is being performed in LA.
7. Expand and sustain crisis-intervention training for all officers on a regular basis. Better publicize and educate the residents as to the existence of crisis intervention training among our officers.
8. Mandatory requirement for officers to carry batons is now in effect. Expand training opportunities for baton use.
9. Consider and evaluate other less-than-lethal tools for efficacy. Consider adopting the use of non-lethal tools that prove effective in pilot programs. Investigate broadly less-than-lethal tools on each shift. Consider making RPD a national model as to the investigation and implementation of less-than-lethal force alternatives.
10. Consider a phased-in requirement that RPD officers use, carry and maintain Level Three retention holsters. Consider requiring all holsters to be inspected for serviceability at every range fire qualification. Confirm that all retention characteristics of each holster are fully effective and that officers have great confidence in that effectiveness.
11. Consider adoption of a formal de-escalation policy.
12. Continuously consider other developing technologies to increase the transparency of policing in Richmond. Consider making Richmond a proving ground for new and developing technology to improve accountability.
13. Consider modified K-9 policy to permit expanded use of K-9 in circumstances where no backup officer is available or on-scene or where an officer is confronted with active resistance.
14. Enhance outreach efforts to encourage communities to participate in community-oriented policing, training, critical-incident briefings, personalized beat-level

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outreach, especially where there has been historic under-representation of those communities.

15. Confirm that effective translation services are available 24/7 in the event of the interview of a non-native English speaker in a Richmond-related matter.

Once you have had the opportunity to review these recommendations, you may wish to submit, orally or in writing, as you see fit, a response or status update with respect to these recommendations to the Commission, and we invite you to do so.

For the Citizens Police Review Commission I remain

Yours very truly,

A handwritten signature in blue ink, appearing to read "David A. Brown", followed by a horizontal line.

DAVID A. BROWN, Chair

DAB/pt

cc: Citizens Police Review Commissioners
cc: Jael Myrick, City Council Liaison